

progressionINcorrections

APR. 2008, Volume 8

Indiana Department of Correction Employee Newsletter

Inside This Issue:

- 2** Operation DOC Cares
- 3** DOC Staff Currently Serving Our Country
- 4** Mental Health Services Plan for Adult Offenders
- 5** Technical Rule Violations
- 6** Madison Fills the Back Row
- 7** Making a Difference
- 8** IDOC to Host a National Mental Health Conference
- 9** Offenders Get a Grip
- 10** Creating Better Transitions at Indiana's Plainfield Re-Entry Educational Facility
- 12** Substance Abuse Programming Snapshots
- 13** Plainfield Sex Offender Containment and Accountability Program
- 14** PEN Products' David LaMarche Named to NCIA Honor Roll
- 15** One of DOC's Own Earns ACA "Best in the Business" Award
- 16** PEN Products and IDOC Warehouse Consolidation



From the Commissioner

If you have visited Central Office recently, you may have noticed a new display honoring the employees of the Department of Correction who serve in our country's armed forces. This Wall of Honor serves as a visual reminder of the sacrifice these individuals make on a daily basis. It also serves as a symbol of the Department's continuing efforts to support our troops. I am proud of the dedication of our ninety-nine employees on active duty and the nineteen currently deployed. I am also proud of the efforts the Department has made to encourage these individuals and thank them for their service.

The current "Operation DOC Cares" effort is not the first time members of the Department have recognized our members of the armed forces. Various care packages have been sent to DOC employees stationed overseas in the past. These troops have been recognized during various events, such as Correctional Employees' Week and the Commissioner's Luncheon.

Now, "Operation DOC Cares" serves as a formal Department of Correction effort and builds upon previous efforts by sending care packages and letters to our employees stationed overseas and delivering Spring baskets full of toys, phone cards, and snacks to the families of the deployed troops. Encouraging not only the troops, but also their families, further demonstrates how the Department recognizes that the sacrifices made to protect our country

extend beyond the battlefield and affect those here at home.



J. David Donahue

While troops are normally recognized and celebrated upon their departure and return, "Operation DOC Cares" shows our employees in harm's way that they are appreciated and missed during their deployment. I believe that providing support to these troops and their families is just a small thing the Department can do to try and make a long deployment a little bit easier.

During the time I spent in Iraq, I saw the honor and service our men and women in the armed forces provided each and every day. It was with that renewed respect and gratification that I welcomed a broadening of the Department's efforts to acknowledge and support employees deployed overseas through "Operation DOC Cares."

I am proud to have all branches of our armed forces, except the Coast Guard, represented by Department of Correction employees, who are on active duty. I want to thank them for their service and dedication, and I believe the "Operation DOC Cares" effort shows the heart and generosity that the employees of the Department have toward fellow employees. ■

The Department's Vision and Mission Statement



THE VISION

We, the dedicated professionals of the Indiana Department of Correction, strive towards a safer, more secure Indiana for those we serve through innovative programming and community partnerships.

THE MISSION

The mission of the Indiana Department of Correction is to empower the agency's staff of correctional professionals to increase public safety and reduce recidivism through successful re-entry programs that allow offenders the opportunity to positively contribute to Indiana communities.

Operation DOCCares



The sacrifice and commitment afforded by members of the armed services allow all United States citizens the opportunity to live and work in a free and prosperous land. In 2008, the Indiana Department of Correction has enhanced its commitment to acknowledging employees currently serving. Through "Operation DOC Cares," IDOC employees now have the opportunity to offer unified support to a colleague in harm's way. Beyond offering support to those overseas, "Operation DOC Cares" is committed to lifting up the spirits of families of the deployed here in Indiana. By mailing care packages to the deployed as well as hand delivering "Spring Baskets" to their families, "Operation DOC Cares" is making caring a reality.

The continuing success of "Operation DOC Cares" could not be made possible without the compassion and generosity of facility staff. Staff from across the state donated hundreds of hygiene products,

food, phone cards and many other items to be included in the care packages for the troops. In addition, staff contributed items to be included in Family Spring Baskets. Contents included: disposable cameras, Frisbees, yo-yos, phone cards, and seasonal snacks. Indiana Women's Prison offenders sewed and provided bunnies to the children of the deployed to be included in the Spring Baskets.

The Department has already begun and will continue to mail care packages to deployed staff. So far, packages have reached Camp Bucca and Camp Liberty in Iraq. Here on the home front, the Agency is recognizing those serving overseas through the Agency SCOOPs and by developing a Wall of Honor, a tribute to fellow staff.

Care packages for the deployed as well as Family Spring basket assembly come courtesy of the Future Soldiers from the Pendleton Juvenile Correctional Facility.

progressionINcorrections

We welcome all submissions.

Please submit articles to:

Doug Garrison, Chief Communications Director

E-mail: dsgarrison@idoc.in.gov

Designed by: Nicole D. Arb,

Graphic Design Department, PEN Products

Indiana Department of Correction

Indiana Government Center South, Room E334

302 W. Washington Street

Indianapolis, Indiana 46204

www.idoc.in.gov

"We are grateful for the shroud of freedom and peace of mind you make possible. I sincerely wish that you reunite with your loved ones soonest and that you are watched over as you watch over us each and every day."

*– J. David Donahue, CCE
Commissioner*

DOC Staff Currently Serving Our Country

Branchville Correctional Facility

Durham, Robert
Ellis, Dwight

Correctional Industrial Facility

Caldwell, Jeff
Cole, Charles
Ledbetter, Brandon
McKinney, Richard
Smith, Jayson

Central Office

Olson, Mark
Spurgin, Michael

Edinburgh Correctional Facility

Campbell, Wayne
Gray, James
Rodarte, Pete

Indiana State Prison

Darchewski, Ryan
Davis, Clarence
Peavy, Jerry
Salisbury, Donald
Wells, Robert

Miami Correctional Facility

Clouse, Patrick
Doan, Donel
Ellis, Mark
Kochensparger, Jason
Lines, Dale
Moore, Christopher
Nelson, Rickey
Rice, Michael
Shaun Dwyer
Smith, David

North East Juvenile Correctional Facility

Hoffman, Paul

Parole

Mayhugh, Chris

Pendleton Correctional Facility

Bridges, Brian
Hill, Steven
Hysell, Kenneth
Martinez, Antonio
McNally, Brian
Pollard, Harvie
Shuppert, Kirk

Pendleton Juvenile Correctional Facility

Kartchner, Daniel
Pugh, Daniel
Salway, Joseph
Williams, Tobbie

Plainfield Correctional Facility

Buchanan, Roy
Childress, Timothy
Cushingberry, Michael
Elzy, Steven
Garrison, Joseph
Girdler, Larry
Halsey, Andrew
Hart, Mathew
Johnson, David
Mills, Anthony
Palmer, Robert
Powell, Richard

Plainfield Re-Entry Educational Facility

Salow, Terry Ray

Putnamville Correctional Facility

Harder, Casey
Kalsi, Mangal
Kuhlman, Randy
Lowe, Kenneth
Rouse, Charles
Staggers, Rodney
Vaughn, Ted
Wire, David

Reception-Diagnostic Center

Baurley, James

Rockville Correctional Facility

Franklin, Jacob
Moore, Jon
Pollard, Michael
Smith, Roger
Stonebraker, Joshua

Wabash Valley Correctional Facility

Arnett, Kenneth
Brochin, Robert
Carlson, Darin
Clemons, Stephen
Gilreath, Thomas
Heidelberg, Johnny
Mason, Rocky
Miffin, Brian
Wright II, Ricky

Westville Correctional Facility

Atkinson, Daniel
Hawkins, Larry
Higgins, Scott
Hinton, Ronald
Kotras, Kevin
Machin, Lawrence
Smith, Catherine
Torres, Pedro
Woodyard, James ■



Mental Health Services Plan for Adult Offenders

Bill Elliott, Ph.D., Director Mental Health and Behavioral Management

On or around March 31, 2008, the Department will unveil a new Mental Health Services Plan for Adult Offenders. This document will serve as a reference manual for psychologists, psychiatrists, advanced practice nurses with a psychiatric specialty, mental health counselors, and clinical social workers who provide services to the offender population. The Plan replaces a number of obsolete Health Care Service Directives, enhances compliance with relevant ACA Standards, and articulates the Department's philosophical position on important correctional mental health issues.

For the first time ever, the duties and responsibilities of mental health professionals are clearly delineated with special emphasis on the management and treatment of seriously mentally ill offenders. Also included in the Mental Health Services Plan are specific time frames, presented in a "user-friendly" format for the completion of important mental health evaluations, such as intake screenings, special housing unit reviews, and suicide risk assessments. A revised Suicide Prevention Plan, which highlights the Department's Suicide Companion Program, is incorporated into the Mental Health Services Plan, as a more flexible protocol for the close observation of mentally ill offenders who need to be separated from the general population.

A series of four regional meetings were recently held with mental health professionals in order to review the Mental Health Services Plan. Major changes in the delivery of mental health services will be presented to facility Superintendents in April. In addition, performance measures have been generated in order to evaluate the degree to which service providers adhere to policy requirements contained in the Plan.

Perhaps the most novel aspect of the Mental Health Services Plan is the description of the Department's Continuum of Care for adult offenders. The role and function of the Crisis Stabilization Unit at New Castle Correctional Facility, the Residential Treatment Unit and Chronic Care Unit at Indiana State Prison, and the Special Needs Unit at Indiana Women's Prison are defined, and expectations for mental health service delivery in segregation units are delineated. Protocols for civil commitment referrals, therapeutic

restraint orders, and Parole Board evaluations are also detailed in the Plan.

The development of the Mental Health Services Plan represents an unprecedented level of collaboration between the Department and its contractual partner, Correctional Medical Services. Dr. Jamie Wiles, CMS Regional Mental Health Director, and Angie Furr, DOC Contract Monitor for Mental Health and Behavioral Management, were major contributors to the Plan's authorship. ■

Camp Summit Boot Camp

Mike Scott, Superintendent

Camp Summit Boot Camp is a medium security, correctional facility for juvenile males. The program is approximately 6.5 months in length. An elaborate Monday through Sunday schedule has been developed that begins at 05:30 and ends at 20:30. The Program is regimented, stresses discipline and consists of drill and ceremony, physical training, team building, education, substance abuse treatment, and other treatment programs based on cognitive, behavioral and learning theory that is research based. Individual, group and family counseling are provided.

An aftercare plan begins when the student first arrives at Camp Summit and is coordinated through Parole/ Probation authorities in preparation for the student's return to their community. Aftercare includes educational planning, securing employment, continued substance abuse treatment, additional

community service, and exercises to improve family relationships.

PHYSICAL TRAINING



Camp Summit is a unique program as its components are a solid marriage of programs and military components. Camp Summit is built on a foundation of respect and responsibility. The norms are unwritten expectations which govern the interactions of group members towards the group's common purpose or mission. Students at Camp Summit are required to follow general orders and expectations that have been clearly identified to them during their intake period.

Continued on page 5

Technical Rule Violations

Kenneth Whipker, Director of Parole Services

We continue to have growth in our prison and parole population with high recidivism rates. Unlike many other states, Indiana's recidivism rate continues to drop annually by small portions. Our rate of recidivism hovers at just above 37%. This is great, considering that nationally recidivism rates are at or above 50%.

Now the not so good news: The most recent review of statistical information from the Parole Board indicates that, give or take, 50% of the reviewed revocation hearings are conducted for offenders committing new crimes. The remaining 50% of revocation hearings are for the technical rule violations of absconding or issues relating to conduct and Parole stipulations.

Of this remaining 50%, 30% are related to absconders. The remaining percentage, 15% are those offenders that simply cannot conform their behavior or habits to the outlined parole stipulations and are returned to prison.

Those that commit new crimes are immediately identified and returned to prison. Those that abscond are provided the proper notification of their violation

via mail, verbally and are given the opportunity to become compliant with the conditions of their parole. Those that fail to comply within reason again are sent back to prison after exerting all of our efforts.

However, those that are simply having difficulty complying with the parole stipulations or suffer from addiction or abuse issues, need to be the focus of our attention and services to prevent them from returning to prison. Based upon the latest information from the U.S. Department of Justice, offenders sent back to prison on a technical violation are more likely to recidivate than those offenders who are able to maintain their ties to the community.

Incarceration of our Technical Rule Violators has to be a last resort and used only in circumstances that would warrant long-term imprisonment. These would include new criminal arrest, situations in which the violators are a serious threat to themselves or others, public safety or lastly when the offender has run out of services/resources and is no longer manageable.

Each Parole District is reviewing all

parole violation requests to ensure that we have exhausted all of our efforts, services, sanctions and resources with our clients and that incarceration is the last resort. Parole will encourage other options that are available for the offender versus submitting the parole violation.

We believe utilizing ALL of our options from parole rather than incarceration for violations will have a significant impact upon some of our technical rule violators. This will lead to a better transition and stabilization for the offender back into the community. ■

PEN Products Print Shop Holds Apprenticeship Graduation

Becky Deeb, New Enterprises Manager

On March 6, 2008 Commissioner J. David Donahue addressed the fourteen Wabash Valley Correctional Facility offenders and their families that earned the U.S. Department of Labor Apprenticeship in Offset Operator I. The offenders completed over 8,000 hours of on-the-job training and classroom study to earn the apprenticeship certificate.

The U. S. Department of Labor Apprenticeship Certificate is a

recognizable program and a viable tool in finding gainful employment. Offenders who have earned the Certificate of Apprenticeship are more likely to find employment after release.

PEN Products has awarded over 200 offenders in the last year with Apprenticeship Certificates in a variety of job titles. Over 800 offenders are currently enrolled in the program. ■

Camp Summit Boot Camp

Continued from page 4

ADMINISTRATIVE REVIEW COMMITTEE



Camp Summit's normative model is the foundation that promotes success. In order to implement a positive culture, staff must have a common vision and passion, a common strategy, consistent follow-through, and ongoing training and development. A confrontational model is counterproductive to changing juvenile behavior. Within the normative model, staff are expected to live the values they model for students. To qualify for graduation, it is expected students will possess both a plan and skills necessary to function successfully as members of their family and community. ■

Madison Fills the Back Row

Jennifer Saroka, Public Information Officer; Madison Correctional Facility

Commissioner Donahue had a vision which resulted in what is now known as “Back Row Enterprises”. At a town hall meeting in Madison, Commissioner Donahue explained that he wanted to open up programs in facilities to members of the outside community. “In many of our programs, there are empty seats in the back rows,” stated Commissioner Donahue. “I want to make those seats available to people in the community that could benefit from our programs.”

Madison Correctional Facility took his message to heart and now has five Back Row programs. These programs include Toastmasters, Hearts of Hope AA, Lifespring, Domestic Violence, and Common Sense Parenting. Each group meets weekly combining our offenders and members of the outside community.

Madison’s first Back Row program started with forming a chapter of Toastmaster’s International. The club is chartered under the name “Correctly Speaking.” The meetings are listed each week in the local newspaper along with other community clubs. In Toastmasters, members perfect their public speaking skills in a warm and welcoming environment. At each meeting three members present speeches to the group which are then critiqued. Different members fill different functions for reviewing the speeches. There is someone who is the timer, a grammarian, a general evaluator and even someone who counts each and every “uh”, “um” and “you know.” The club has held two speech competitions and at the last one, the winner, offender and chapter president, Diane Spurgeon, advanced and went to compete at a regional competition in New Albany. Club members also have made presentations at community advisory board meetings.

The Hearts of Hope chapter of Alcoholics Anonymous was started by members of a female only AA club from Hanover, a



An offender member of Toastmasters gives a speech to members of the Community Advisory Board.

neighboring town. Each week members from the Hanover club and other women from the community come to the Madison Correctional Facility for their weekly AA meeting. Offenders have commented that they really enjoy this AA group as it helps them to know people on the outside who will still be supportive of their recovery after release.

Common Sense Parenting is a joint program with Quinco, a private not-for-profit behavioral health organization, Department of Children Services (DCS), and the Madison Correctional Facility. This eight-week course, which first began in October of 2007, is now in its second cycle of participants. The classes are held at the Madison Facility with a combination of parents referred by DCS, Quinco and offenders. Commissioner Donahue said, “Partnerships such as this create valuable re-entry programs for our offenders. Because of this program, our offenders will be able to return home to their children with the tools they need to be better parents.” The program is designed to meet requirements that may be a part of their DCS individualized case plans. The group is lead by a staff member from Quinco along with a facility case manager.

One of Madison’s newest Back Row programs is run by Lifespring, a local not-for-profit agency that specializes in substance abuse issues. This substance

abuse treatment group includes people referred by Lifespring and offenders. This group is a perfect option for short-term offenders and those with lesser forms of addiction that may not qualify for the DOC phases program nor the therapeutic community.

Madison’s other brand new Back Row program is run by Turning Point Domestic Violence Shelter. A staff member from Turning Point runs this weekly group meeting at the facility which addresses domestic violence issues and educates women about the options and resources available to them.

“These Back Row programs have become a tremendous asset to this facility,” stated Superintendent Jan Davis. “The opportunity for our offenders to interact with citizens from the community through these programs gives them the support and tools that they will need upon release.”

These programs are providing services for the offenders to address identified needs in their Re-Entry Accountability Plans. The groups actively engage the offenders in programming that will prepare them for their return to the community as well as teach them new skills. Additionally, pairing with community agencies has provided Madison with individuals to facilitate programs that Madison was not able to provide. The relationship with the community agencies benefits both the facility and the community agency. The initial obstacle was getting community members involved but as soon as new partnerships were created with community agencies, that obstacle was resolved. Madison staff and offenders are very excited about their Back Row groups. Back Row groups are meeting the needs of the facility, offenders, and the community. ■

Recreation Department and Wellness

Terry Jenkins, Director of Adult and Juvenile Programs

The Director of Adult and Juvenile Programs has also taken on the duties as Director of Recreation. Facility Recreation Directors had a meeting on Friday, March 7, 2008 at the Correctional Training Institute to plan and set goals to meet the Department of Correction's recreation needs. Both Commissioner Donahue and Deputy Commissioner Bruce Lemmon addressed the group providing support and challenging them to move forward in a progressive manner by increasing the Recreation Departments' efforts toward "wellness issues" throughout the Department of Correction. Also, Dr. Elton Amos provided a presentation giving the Recreation Directors information and guidance to address issues of wellness with the offenders in their activities.

The Recreation Directors established two committees to set goals and meet the new challenges to their departments. The first committee is the Recreation Program Committee, and it has been established with five Recreation Directors from different facilities around the state to develop and implement a primary program for the Department of Correction that can be used, duplicated, and measured in all facilities. The second committee is the Recreation Employment and Heart Health Committee and also has five members from different facilities. This committee has been tasked with looking into employment issues for offenders in relation to recreation activities. An example they will explore is the possibility of offenders becoming certified as personal trainers. They will review research and work with Mr. Nally in the Education Department to see if this type of employment is possible for a convicted felon and what type of education will be needed to meet such a goal. The second part of the

Continued on page 14

Making a Difference

Rich Larsen, Public Information Officer, Wabash Valley Correctional Facility

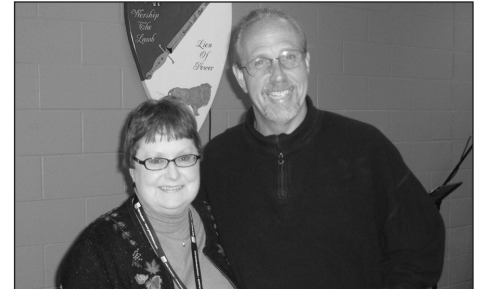
On one rainy night in March, the Wabash Valley Correctional Facility chapel was aglow with fellowship and goodwill as staff said "Thank You!" Volunteers had gathered there for the 12th annual Community Service Recognition Program.



David Wence, Wabash Valley Correctional Facility Community Services Director

Over 220 people from all walks of life gave of their time and skills over the past year, preparing offenders to re-enter society on the right track. Dave Wence, the facility Community Services Director, said volunteers average over 588 hours of service every month. He said without their help, programming in such areas as Religion, Education, Re-Entry and Substance Abuse would be extremely difficult to provide. "Volunteers take the time to listen, mentor, teach and encourage offenders to reach their full potential, both while incarcerated and after their release," said Wence.

Offender William Bland told the gathering he entered prison ashamed, disappointed and socially lost. But not anymore. He said he is a better person today thanks to encouragement from volunteers. He now has a college degree, a strong relationship with his children and confidence in his future. What does he want to do when he gets out of prison? He wants to be a volunteer, a volunteer like David Kelty of Terre Haute. He's been teaching the English course for ISU since the mid 90s. "He does it because he really cares, and offenders know it's



Karen Richards, Wabash Valley Correctional Facility Education Director and David Kelty

genuine," said Education Director Karen Richards. Other volunteers say things like "We leave more blessed than when we came." All firmly believe what Thelma Stewart of Bloomfield says, "If I can make a difference in just one life, then it is all worth it."

Thelma has been a volunteer well over four years, coming to the facility two times a week. She was honored for her work with the Inside/Out Dad's Program. She also spends time in the P.L.U.S. unit, often just to listen, as participants talk about their lives, their mistakes, their families, their hopes for the future. Thelma said she had seen people in the unit change literally before her eyes, calling it a "blessing."



Thelma Stewart, Volunteer; Bloomfield, Indiana

Some people might say prison is the last place you could imagine someone would want to donate their time and talents. The large crowd gathered that rainy night, in March at Wabash Valley, will tell you there is no other place they would rather be, making a difference, one life at a time. ■

From the Deputy Commissioner of Re-Entry

Bruce Lemmon, CCE



Because of Governor Daniels' commitment and Commissioner Donahue's focus on re-entry initiatives, the Indiana Department of

Correction (IDOC) has been able to forge partnerships with state agencies and community advocates to enhance the state's focus on re-entry.

An integral part of bringing the Department of Correction and Indiana

communities together involves effective communication. To open up the re-entry discussion, Commissioner J. David Donahue has been holding Town Hall meetings in Indiana counties to specifically address re-entry issues and provide counties with IDOC data and information involving that county's releases and admissions. The meetings began in August 2007, and to date, meetings have been held in Spencer, Gibson, Johnson, Porter, Allen, Jefferson, Vigo, Wayne, and Madison counties.

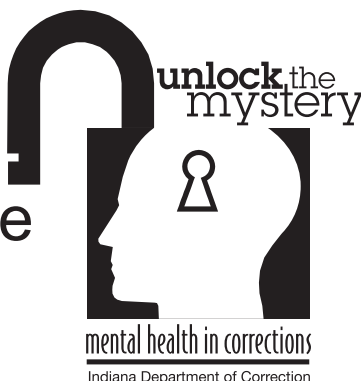
Not only is the IDOC working within Indiana to expand partnerships that will best execute the re-entry process, but it is also looking outward to evaluate

the re-entry ideas and programs of other states. In the latter part of 2007, re-entry staff attended the National Governor's Association Prisoner Re-Entry Academy and the White House Office of Faith-based and Community Initiatives National Summit on Re-Entry. Staff also presented at the Bureau of Justice Assistance's (BJA) regional conference on re-entry. Additionally, Indiana continues to be a participant in the National Institute of Corrections' Transition from Prison to Community (TPC) initiative.

At the facility level, the IDOC is implementing the Wee One's Nursery for qualified offenders at the Indiana Women's Prison. The nursery teaches the women offenders, under close monitoring, how to care for their newborn and helps develop the bond between mother and child. Strict criteria are in place for the program, and the main goal is to encourage successful re-entry for new mothers and those offenders assisting as nannies. Additionally, Bureau of Motor Vehicles (BMV) capture stations are in place at the Logansport Juvenile Intake Facility, Rockville Correctional Facility, and Reception Diagnostic Center to create state ID cards for offenders, and Indiana birth certificates are also being ordered for every offender to assist them in their re-entry. These efforts are just some of the innovative re-entry initiatives within IDOC.

Whether out in an Indiana community, in conversation with other states, or inside an IDOC facility, re-entry has been a big focus for the Department of Correction. By reaching out to the communities, the IDOC has shown a commitment to opening a dialogue about re-entry, while also comparing re-entry ideas with other states to find the best solutions. As the conversations about re-entry continue and broaden, the practices at the facility level will adapt to make the re-entry process as seamless as possible and best serve public safety. ■

IDOC to Host a National Mental Health Conference



On June 23-25, 2008, the IDOC will host a National Mental Health Conference titled, "Unlock the Mystery: Managing Mental Health from Corrections to Community." This national conference will spotlight solutions for managing the growing number of mentally ill, substance abuse, and sex offender populations within the adult male, adult female and juvenile populations in jails and prisons.

"Addressing mental illness from corrections through community re-entry is critical to upholding the correctional principles of maintaining public safety and promoting successful offender re-entry. Jurisdictions throughout the country are faced with many challenges associated with

the management of mentally ill populations. "Unlock the Mystery," will serve as a national conversation to highlight and share correctional promising practice," stated Commissioner J. David Donahue.

"Unlock the Mystery," will offer captivating keynote speakers, innovative and challenging breakout workshops, continuing education units, exhibits and many networking opportunities and events.

"Unlock the Mystery," will bring together criminal justice and

Continued on page 9

Offenders Get a GRIP

Jennifer Saroka, Public Information Officer; Madison Correctional Facility

Madison Correctional Facility opened its first in-patient therapeutic community in February. GRIP stands for Growth Responsibility Integrity and Purpose. GRIP functions as an in-patient substance abuse therapeutic community for offenders that have addictions to drugs or alcohol.

An initial thirty offenders were placed in the new unit during the first week of February and by the middle of March reached fifty-five. The unit will eventually hold up to seventy-two. An existing building was converted into a housing unit for this purpose. Offenders sleep on the first floor and on the second floor they have classrooms, group rooms, and recreation areas. Two full-time substance abuse counselors are assigned exclusively to this program. With the exception of college courses, offenders in this unit are kept separate from the rest of the population so that there are no outside distractions and their concentration is solely on their recovery.

"This unit provides offenders with a positive environment in which they learn the social and cognitive skills to successfully stay out of the criminal justice system," said DOC Commissioner J. David Donahue. "I am proud of the Madison Correctional Facility for getting this program up and running quickly and without additional expense."

One important element of the GRIP program includes community service. Southern Indiana experienced a record snow fall followed by several days of rain in mid March. Seeing the creeks and the Ohio River rise to flood stages, Assistant Superintendent Rodger McKinley called Madison's Mayor Armstrong's office to offer any additional assistance that the city needed. The Mayor's office gratefully accepted assistance and asked for help in filling sandbags. Superintendent Jan Davis asked the GRIP unit if they would volunteer and they eagerly accepted. The Madison Courier took pictures and

which resulted in a front page article the next day.

"Assisting our cities and counties in emergencies and in times of need is one of several ways that offenders can give back to the community," said Commissioner J. David Donahue. "It's an important part of our re-entry programming for offenders to get out into the community to provide services."

Offender admission criterion for the GRIP Therapeutic Unit includes:

- A significant history of substance abuse with significant impairment caused by substance abuse.
- A projected release date that falls within 14 to 24 months.
- Must have a good disciplinary conduct history.

Offenders who participate in the GRIP Therapeutic Community benefit in several ways:

- They complete their sentences in a conducive rehabilitative environment.
- They learn to restructure their thinking and change their behavior.
- They develop a comprehensive re-entry plan that includes viable life skills, relapse prevention strategies and best placement for continuing growth.
- They become eligible for up to a six-month time-reduction.

Superintendent Jan Davis stated, "This specialized treatment unit is a welcome



GRIP offenders filled over 500 bags in just a couple of hours.

addition to our re-entry programs at Madison. Every thing we do at Madison is geared to prepare offenders for return to their home communities. Addressing substance abuse issues is a crucial element for re-entry." ■

IDOC to Host a National Mental Health Conference

Continued from page 8

corrections professionals, mental health practitioners, subject matter experts, law enforcement, community/grassroots partners, academic professionals, students, advocacy organizations, and media for a common goal of addressing this nationwide issue.

For more information on "Unlock the Mystery," log on to: www.idoc.in.gov or <http://www.in.gov/indcorrection/unlockingthemystery/index.htm>.

What: National Mental Health Conference

Where: Adam's Mark Hotel
2544 Executive Drive
Indianapolis, IN 46241

When: June 23 – 25, 2008 ■

Creating Better Transitions at Indiana's Plainfield Re-Entry Educational Facility

Michael Lloyd, Superintendent, Plainfield Re-Entry Educational Facility

This year in Indiana, more than 17,000 offenders will be released from the state's prisons. These men and women—particularly those who have served lengthy sentences—face significant challenges as they return to the community. Most have inadequate job skills, little work experience, insufficient education, poor personal management skills, and few social support systems. They are in need of housing, employment, education, medical and mental health care, substance abuse treatment, and a variety of other services to help them live as productive and law-abiding citizens. Furthermore, they generally return to the same environment or situation that fostered their criminal activity in the first place, so it is not surprising that nearly 4 out of every 10 will recidivate within the next 3 years. Many do so within the very first month following their release—returning to prison, keeping already troubled families and neighborhoods in emotional and financial turmoil, perpetuating the criminal cycle, and jeopardizing public safety.

Nationwide, the issue of recidivism is a significant and growing concern as increasing numbers of offenders are released from incarceration. The Indiana Department of Correction (IDOC) currently houses approximately 25,000 adult offenders, and the number of new commitments continues to increase each year. In order to accomplish its paramount duty of maintaining safe and secure facilities, the IDOC demands the second largest portion of the state budget, with direct expenditures approaching \$600 million last year. Yet the cost to the public is compounded dramatically in both dollars and additional victimizations when ex-offenders commit new crimes and return to prison.

Focus: Reducing Recidivism

Recognizing that successful re-entry is critical to reducing recidivism, the IDOC in 2005 initiated a comprehensive strategy to reduce the state's recidivism rate by focusing its mission toward successful offender re-entry. By implementing better procedures for case management, strengthening connections with agencies at the state and local levels, and establishing new partnerships with community stakeholders, the IDOC has improved how offenders are prepared for their return to the community. These efforts employ evidence-based practices and a broad, systems approach in addressing the key areas of education, job training, housing assistance, substance abuse treatment, medical care, and mental health treatment. This work has placed Indiana as one of the nation's leaders in prisoner re-entry initiatives.

The flagship of Indiana's re-entry initiatives has been the development of an innovative new facility with a mission focused entirely on preparing offenders for their return to the community. The Plainfield Re-Entry Educational Facility (PREF) opened in January 2006 and is the first of its kind in the country. Set on 240 picturesque acres (the former site of the historic Indiana Boys' School), PREF is a unique facility that specifically targets the key areas of education, vocational training, and life skills development.

The PREF Philosophy

At the core of PREF's approach is the notion that re-entry is a philosophy, not a program. PREF has an operating capacity of 404, offering an open environment and a daily operation that reflects the "real world" to which the offenders will soon be returning. The adult male population is referred to as "residents." Residents wear civilian

clothing rather than typical prison uniforms, and the entire facility operates in a culture of respect and mutual support. Establishing and acclimating to this environment has been a significant challenge for staff and residents alike, as PREF works to change not only the culture of traditional corrections, but also to confront the attitudes and beliefs of a society which is still very focused on retributive, punitive justice.

The foundation of PREF's unique program is the work of re-entry specialists, who are specially selected and trained case managers. They maintain low caseloads that allow them to work closely with the residents to provide highly individualized programming and case management. Focused re-entry planning is based on each resident's Re-entry Accountability Plan (RAP), which identifies areas of specific need and targeted interventions to help the resident resolve these problem areas and prepare them for successful and productive living in the community.

In facilities throughout the IDOC, most offenders participate in a variety of programs designed to support successful re-entry, including education, vocational training, substance abuse treatment, and cognitive-behavioral programs. The department also mandates a standardized 65-hour, pre-release curriculum that addresses issues such as life skills training, educational advancement, accessing community resources, and job search training. (A modified 15-hour curriculum is also available as release circumstances warrant.)

PREF is unique in that it addresses each of these areas as a "full immersion" experience, rather than as an isolated



Plainfield Re-Entry Educational Facility

program. While PREF's programming focuses intensively on the key areas of education, vocational development, and life-skills training, a variety of other important need areas are also addressed, including substance abuse treatment, family reunification and parenting, anger management, and problem-solving. Custody and facility maintenance staff assume non-traditional roles and are an integral part of a comprehensive Unit Team, working closely with the residents as teachers, supervisors, coaches, mentors, and role models.

Program Elements

Though PREF is a minimum-security facility and may appear to be more like a laid-back college campus than a correctional facility, it is in fact a highly demanding program. All residents have volunteered to participate and are approved through a meticulous application process. Qualifying residents must meet stringent classification criteria, be within 12 to 24 months of release, and commit themselves to participating in a program that is far more demanding than those in the larger, higher-security facilities in which they may have spent many months or years. Residents are responsible for their own success, and they are held to the highest standards of conduct. Those who do not meet or maintain PREF's expectations for behavior, attitude, or participation are terminated from the program and transferred to another facility appropriate to their classification and risk level. In return, the PREF

program offers its committed residents a number of unique and valuable opportunities designed to provide them with the best chance for success after their release.

Education and Vocational Skills Development

All residents participate in educational or vocational programming. Those who have already earned a high school diploma or GED and have obtained a vocational training certificate or have an occupational specialty are classified into appropriate jobs. Residents may work either inside the facility or on one of several "outside" job assignments. Educational programs cover the full spectrum from basic literacy to GED preparation and testing. Vocational programs provide skill-based training in occupations that include business services, building trades, culinary arts, electronics repair, landscape management and horticulture, and small engine repair. PREF also has partnered with the Indiana Department of Workforce Development to create the "Major Opportunities" program. This ground-breaking program provides qualified residents with classroom instruction and on-site, on-the-job training. The program is currently in a pilot phase with the Indiana Department of Transportation. Residents who successfully complete this program become eligible for regular, full-time employment with that agency upon their release.

Employment Assistance

A variety of classes and workshops assist residents in developing basic employability skills and preparing resumes. To supplement these programs, PREF also employs a full-time, on-site representative from the Indiana Department of Workforce Development, who works closely with area employers and the facility's Unit Teams to match qualified and appropriate residents with viable employment after release. Assisting residents with the wide variety of employability issues that confront ex-offenders is a key focus at PREF. The ability to obtain and maintain stable employment is most often the critical difference between succeeding in the community or returning to prison.

Families and Children

Family reunification is also an important focus in preparing many PREF residents for release. Specialized programs help prepare the men to return to their families as husbands and fathers. "Inside/Out Dads" and "Reading with Dad" help residents re-establish their parenting role. The PREP program (Prevention and Relationship Enhancement Program) is a recognized best-practice program that strengthens the marital bond and reduces the divorce rate common among ex-offenders. A representative from the state's Department of Child Services/Child Support Bureau is on-site regularly to assist residents with child support issues and help develop achievable payment plans if necessary.

Financial Services

PREF residents also have the opportunity to establish a savings account. Lincoln Bank, a local financial institution, has partnered with PREF to provide residents with this invaluable service,

Substance Abuse Programming Snapshots

Jerry Vance, Director of Substance Abuse

CLIFF: Clean Lifestyles is Freedom Forever is a specialized intensive therapeutic community designed to treat offenders with methamphetamine addiction. These programs are an average of 6-9 months in length.

- The Department operates 4 CLIFF Units; 200 beds for adult males at Miami Correctional Facility, 200 beds for adult males at Wabash Valley Correctional Facility, 100 beds for adult females at Rockville Correctional Facility, and 50 beds for Juvenile males at Logansport Juvenile Correctional Facility.
- Number of graduates of each program, 2007 – Rockville Correctional Facility– 92 adult females, Miami Correctional facility–175 adult males, Wabash Correctional Facility – 179 adult males, North Central Juvenile – 50 juvenile males
Total Graduates = 446 adult and 50 juvenile.
- Percent graduation rate – 74.2%.
- Preliminary return rates of graduates (understanding that none of these programs have been in effect for three full years) – ADULTS - 12.35% compared to 18.96% of offenders who began participation in CLIFF, but did not complete (through 12/2007) JUVENILES – 6.49%.

THERAPEUTIC COMMUNITIES (TC'S):

The Department's TC's are specialized intensive therapeutic communities designed to treat offenders with severe addiction. These programs are an average of 6-9 months in length.

- Westville Therapeutic Community is a 270 bed unit for adult males. The Branchville Therapeutic Community is a 240 bed unit for adult males.
- Number of graduates of each program, 2007; Westville Correctional Facility TC – 294 adult males. Branchville

Correctional Facility TC – 253 adult males – Total Graduates= 547.

- Percent graduation rate – 70.1%.
- Preliminary return rates of graduates (understanding that none of these programs has been in effect for three full years) – 9.85% compared to 18.96% of offenders who began participation in CLIFF, but did not complete (through 12/2007).

OUTPATIENT SUBSTANCE ABUSE:

The Department provides Outpatient style substance abuse treatment to offenders whose substance abuse is not severe enough to warrant placement in a Therapeutic Community. This includes a Phase One Education component provided thru a Guided Self Study, a Phase Two Primary Treatment component, and a Phase Three Relapse Prevention Component.

- Number of graduates during 2007 (offenders who completed at least Phase 2 of the Substance Abuse Program) = 3,497 The number of graduates during 2006 (offenders who completed at least Phase 2 of the Substance Abuse Program) = 3,077. This was an increase of 420 graduates during 2007 over the prior year. This is a 14% increase.
- Total number of unique offenders receiving some level of Outpatient Substance Abuse services during 2007 = 9,084. The total number of unique offenders receiving some level of Outpatient Substance Abuse services during 2006 = 8,510. This was an increase of 574 offenders served during 2007 over the prior year. This is an increase of nearly 7%.

2007 Expansion

GROWTH RESPONSIBILITY INTEGRITY AND PURPOSE UNITS (GRIP):

During 2007 the Department significantly expanded its Therapeutic

Communities. The new GRIP UNITS are specialized intensive therapeutic communities designed to treat offenders with severe addiction. These programs are an average of 6-9 months in length. These GRIP Units were added at four DOC locations:

- Westville Correctional Facility GRIP is a 120 bed unit for adult male offenders which opened on October 1, 2007.
- Branchville Correctional Facility GRIP is a 240 bed for adult males which opened on December 1, 2007.
- Correctional Industrial Facility GRIP is a 116 bed unit for adult males, and opened on December 1, 2007.
- Plainfield Correctional Facility GRIP is a 92 bed unit for adult male sex offenders, and opened on January 1, 2008.

As these units have just opened, and are 6-9 months in length, there have been no graduates at this time.

County Jail Programs Increase in 2007

- At the start of 2007 the department only had 5 Counties serving the DOC offenders with Substance Abuse services. Those Counties are Blackford, Orange, Spencer, Harrison and Putnam. During this 2007 we increased the training available to those counties as well as increased the total number, adding treatment programming at Knox, Crawford, Henry, and Wells Counties. These most recent counties will begin showing completions soon as they had just started treatment late in 2007.
- All of these programs are serving offenders in Phase 1, 2 and 3 with the exception of Putnam County that does Phase 1 only. The productivity for each County is as follows.

Continued on page 13

Plainfield Sex Offender Containment and Accountability Program

Bill Elliott, Ph.D., Director Mental Health and Behavioral Management

The Sex Offender Containment and Accountability Program (SOCAP) at the Plainfield Correctional Facility represents an unprecedented effort to direct the efforts of all facility staff toward the management and treatment of incarcerated sex offenders. Staff are trained to monitor offenders' behavior for evidence of sexually deviant and other anti-social thought patterns associated with increased risk for sexual and nonsexual criminality. From his very first to very last day of confinement at the facility, each offender is held accountable for all choices and actions judged harmful to himself and/or others. The SOCAP is believed to be the first program of its kind in the nation.

Upon admission to the Plainfield facility, a sex offender is housed in an Admission and Orientation Unit wherein his criminogenic risk and needs are determined. An actuarial instrument, the Static 99, is utilized to determine the offender's relative risk to re-offend sexually. The Psychological Inventory of Criminal Thinking Styles is administered in order to identify predominant antisocial thought patterns. Finally, a psychosexual assessment is conducted for the purpose of identifying sexually deviant fantasies. The information gathered from these measures, in addition to behavioral observation, forms the basis of an individualized treatment and accountability plan which is updated every 30 days.

Following completion of the Assessment and Orientation phase, the offender is assigned to an "Active Treatment" housing unit. The specific unit assignment is based in large part upon his risk for re-offending as determined by the Static 99. He is expected to participate in and successfully complete specialized treatment delivered by a

credentialed sex offender treatment counselor in group sessions. These groups focus on individual cycles of offending, cognitive distortions, empathy and social skill deficiencies, and relapse prevention strategies. In addition, he will be encouraged to avail himself of educational, vocational, spiritual, and substance abuse treatment programs. Sex offender treatment is required under Indiana Statute, and any offender who refuses to participate in treatment faces serious disciplinary sanctions. The offender cannot be awarded an early release from prison, as a result of completion of other programs, unless he has successfully completed specialized sex offender treatment.

When an offender is within six months of his projected release date, he moves into the Re-Entry Unit. Staff assigned to this unit endeavor to equip the offender with the knowledge and skills necessary for a successful adjustment to parole or probation supervision. In particular, offenders receive the most current information available regarding sex offender registration requirements and parole/probation stipulations. If necessary, Re-Entry Unit staff assists the offender in securing housing, employment, and social support in the community to which he will return. Additionally, community-based sex offender treatment, mandatory for most of the offenders, will be arranged.

The cornerstone of the Plainfield program is the SOCAP Team which oversees virtually all facets of the offender's daily life. Eleven (11) different SOCAP Teams meet for several hours every Wednesday. Each offender receives a comprehensive review by his team every 30 days. The multidisciplinary team makes all decisions regarding cell / dormitory and work assignments, visitors

and correspondents, and routine as well as special requests. In addition, the team reviews all documentation regarding staff confrontations of offender behavior, determines whether or not specific patterns are discernible, and delivers feedback to the offender at monthly team meetings. Most importantly, however, the SOCAP Team renders the ultimate decision regarding an offender's successful completion of sex offender treatment and eligibility for "time cuts" associated with completion of other Department of Correction programs. Offenders do not receive any sentence reduction for completion of sex offender treatment. ■

Substance Abuse Programming Snapshots

Continued from page 12

- Blackford County- 9 completions
- Harrison County- 8 completions
- Orange County- 27 completions
- Spencer County- 12 completions

SUBSTANCE ABUSE PROGRAM TOTAL NUMBER SERVED - 2007

- Total number of unique offenders receiving some level of Outpatient Treatment (Jail Programs Included), CLIFF Units, or Therapeutic Community Substance Abuse services during 2007 = 12,148. The total number of unique offenders receiving some level of Outpatient Treatment (Jail Programs Included), CLIFF Unit TC, or Therapeutic Community Substance Abuse services during 2006 = 11,102. This was an increase of 1,046 offenders served during 2007 over the prior year. This is nearly a 10% increase in total offenders served. ■

Creating Better Transitions at Indiana's Plainfield Re-Entry Educational Facility

Continued from page 11

unavailable in any other prison setting. PREF residents receive a debit card for use at the facility, manage their own account funds, and on release have an established, active bank account. This unprecedented opportunity gives ex-offenders a solid foundation that is critical for establishing and building financial independence and responsibility.

Life Skills

Important life- and social-skills training opportunities are provided throughout the resident's stay at PREF. A variety of classes, workshops, and volunteer-facilitated programs all focus on helping the resident successfully transition from "inmate" to community citizen. But it is the facility-wide PREF culture of support, teamwork, and mutual respect that is perhaps the most critical training opportunity of all. It is this culture that provides an ever-present role modeling of the values and character traits necessary for success in the demanding life ex-offenders will face after they are released from incarceration.

Coordination at Release

Since PREF opened in January 2006, more than 200 residents have completed the program and been released to parole or probation. Approximately 75% of these releases are to state parole supervision, and 25% are to county probation. PREF currently averages about 10 releases each month.

At all facilities throughout the IDOC, representatives from parole work closely with the offender's Unit Team. PREF is unique in that the local parole district office is actually located inside the facility, which provides for an effective collaboration and allows parole staff to play an active, integral role in helping residents prepare for release.

In Indiana, probation is administered by individual county courts that do not fall under the direction of the DOC;

however, PREF's Re-Entry Specialists collaborate closely with the designated probation office to ensure that critical issues of housing, employment, and transportation are addressed prior to the residents' release. In the event a resident is to be released without any formal post-release supervision, PREF's Re-Entry Specialists work intensively with the resident and community service providers to identify appropriate and accessible resources that will provide necessary aftercare and support services.

While it is too early to draw any data-based conclusions, early numbers indicate that only 5% of the residents released by PREF thus far have been returned to IDOC custody. Ultimately, of course, the success or failure of this new approach to re-entry preparation will be determined by the residents' ability and willingness to use the tools and resources PREF provides. Nevertheless, PREF is a working example of the IDOC's commitment to reducing recidivism and providing for greater public safety in Indiana. ■

Recreation Department and Wellness

Continued from page 7

committee's task is very important, as they will develop and implement heart-healthy classes for offenders that are age and gender specific and make recommendations for heart healthy items in the commissary. The efforts of this committee are in conjunction with "The Year of the Heart," and Recreation Directors will be working along with efforts of the Medical Division to help the offenders think more about wellness issues and develop good health related habits.

Recreation Directors will be meeting quarterly at different facilities to coordinate efforts in our move toward wellness initiatives and enhance the networking among their professional staff. Now more than ever, every department, section, and employee of the Department of Correction needs to engage in active, not passive, re-entry. The Recreation Directors have accepted this challenge from the Commissioner and are taking actions to make wellness part of a successful re-entry objective. ■



PEN Products' David LaMarche Named to NCIA Honor Roll

The National Correctional Industries Association (NCIA) has named PEN Products' David LaMarche to the Regional Honor Roll for the National Staff Award. David is a driver for PEN Products and was nominated because of his 'can do' attitude and his ability provide great customer service. David is the face of PEN Products to many of our customers. His sense of humor and respect is only surpassed by his willingness to get the job done and done professionally. Many times when deliveries have to be made at odd hours and on weekends, Dave is willing to jump in and get the job done.

PEN Products is proud to have Dave LaMarche as a part of the PEN team and proud to have his work recognized by the National Correctional Industries Association. ■

Education and Recidivism

John Nally, Director of Education

The State of Indiana has experienced a dramatic increase in its adult prison populations with the 2007 population of 26,693, forty-seven percent higher than a decade earlier. From January of 2006 through September of 2007, the incarcerated numbers expanded by 11%. The Public Safety Performance Project predicts that nationally America's prison population will increase 13% by 2011 with the prison population growth three times higher than the total population increase.

On October 1, 2007 Indiana had 24,486 male adults in Indiana Department of Correction (IDOC) facilities with 1,290 housed in county jails at a cost of \$35.00 per day. Another 91 individuals were placed in contracted beds. There were 2,207 female adults in DOC facilities with 68 in county jails and 62 in contracted beds.

IDOC offenders have access to several programs whose purpose is to improve the likelihood of the individuals upon release living socially useful and crime-free lives. One such program is education. The Department's education programs provide literacy, GED, career technical and college degree programs. Various national studies as well as those unique to Indiana programs and facilities show that correctional education programs when provided with fidelity and integrity can reduce recidivism.

The adult education program unduplicated enrollment during the past year for literacy, GED, college degree, and career technical programs was 17,447. At the twenty-two facilities where formal education programs are provided, an average of 20% of all offenders housed on a daily basis are engaged at some level of the formal education process. These pervasive programs are costly by any definition but to date they are testimony to Hoosier citizens' opinions of corrections that mirror former Chief

Justice Warren Burger's comments (1967) "The administration of criminal justice in any civilized country must embrace the idea of rehabilitation of the guilty person as well as protection of society."

Indiana has a unique set of laws whose intent was to "incentivize" participation and completion of education programs that had the promise of providing academic and career skills to offenders with the expected benefit of reducing the recidivism rate of the state's offenders. Depending on the level and the length of the program, offenders have the opportunity for credit time awards ranging from 90-days to two full years.

Historically, the recidivism rates for Indiana through have ranged from 37.7% to 39.8%. However, as formal education attainment is achieved recidivism rates decrease. These decreases are most dramatic for those who complete associate and/or bachelor degrees while incarcerated. As an example, degree holders released in 2001 have recidivism rates that range from 6.9% to 16.3%. For those released during the calendar year 2005, the recidivism rate to date is 31.8% while those who exited with college degrees have a recidivism rate of 21.2%.

Indiana's experiences support the contention that correctional education programs can significantly contribute to public safety. ■

One of DOC's Own Earns ACA "Best in the Business" Award



**Superintendent Michael Dempsey,
Pendleton Juvenile Correctional Facility**

Superintendent, of Pendleton Juvenile Correctional Facility, Michael Dempsey will be honored with the American Correctional Association's (ACA) "Best in the Business" Award and featured in the June issue of *Corrections Today*. The ACA solicits recommendations from all state and federal facilities in the United States and Canada in the categories of heroism, innovation, community service, and overall excellence and dedication. Based on the recommendations, an ACA

committee selects a group of individuals to represent the "best in the business."

Dempsey began his career in corrections in 1985 as a correctional officer in Missouri and went on to work throughout adult and juvenile facilities in Missouri and Kansas. He became Superintendent of Pendleton Juvenile Correctional Facility in 2006. Congratulations to Superintendent Dempsey on his achievement! ■

PEN Products and IDOC Warehouse Consolidation

Becky Deeb, New Enterprises Manager

The Indiana Department of Correction and its PEN Products division have partnered together to operate more efficiently. In the fall of 2006, IDOC Commissioner Donahue challenged both PEN Products and the facility warehouses to work together and come up with a plan to reduce duplicity in managing warehouses while improving service levels.

PEN Products and the three Pendleton facilities, the Correctional Industrial Facility, the Pendleton Correctional Facility and the Pendleton Juvenile Facility have demonstrated teamwork to accomplish a consolidation of the PEN warehouse and all three facility warehouses.

In early spring 2007, each of the three facilities and PEN Products maintained separate warehouses. Each employed between three and four civilian staff, each maintained a fleet of vehicles and

forklifts, and all were tasked with stocking materials and supplies for the facilities and moving them into the facilities.

The consolidation of the four warehouses in Pendleton has been a tremendous success. The warehouses have been combined, and space has been freed for other uses. The warehouse staff were reduced from nine to five positions and excess warehouse staff were redeployed to other facility jobs creating a savings for each operation. The freed up space allowed for the (1) consolidation of the Officer Distribution Center to the Pendleton Juvenile Facility (2) the maintenance department to occupy the Correctional Industrial Facility warehouse giving them valuable space for maintenance supplies, and (3) the Pendleton Correctional Facility warehouse became a PEN Products surplus warehouse housing closeouts and refurbished furniture for immediate sale.

PEN Products Pendleton freight house became the nucleus for all warehouse operations. In fact, services have improved for all operations and additional operations have been consolidated to free up space. "The warehouse consolidation has proved to be a great move, improving efficiency and service" stated Regional Director Stan Knight and former Superintendent of the Pendleton Correctional Facility.

"We're all working together to better utilize staff, equipment and our physical plant space," says Superintendent Tom Hanlon, Correctional Industrial Facility.

PEN Director Mike Herron states, "Working with the three Pendleton Facilities has been a classic case of teamwork. All of us are working together for the benefit of the Department." ■

Program & Training Calendar

NOTE: All events at CTI (Correctional Training Institute) unless otherwise designated.

April 8 - 10, 2008
Order In The Court

April 7 - 11, 2008
Parole Initial Firearms

April 14 - 18, 2008
K9 Academy

April 16 - 17, 2008
Custody Supervisor's Course

April 14 - 18, 2008
Making A Change Academy

April 23 - 24, 2008
Commissioner's Experienced
& Emerging Leadership

April 30 - May 2, 2008
Agency Leader's Symposium

May 2 - 3, 2008
Agency Leader's Symposium

May 7 - 8, 2008
LSI-R Training Parole

May 7 - 8, 2008
Locksmith Certification Indianapolis

May 8, 2008
Mentoring

May 15 - 16, 2008
ACA Managers Course

May 12 - 16, 2008
The Leadership Academy

May 12 - 16, 2008
Parole Pre-Service Academy

May 19 - 23, 2008
Statewide Trainer's Conference

May 26 - 30, 2008
Firearms Instructor Recertification

May 28 - 30, 2008
Chaplain's Retreat

June 4, 2008
Jail Safe

June 9 - 10, 2008
Custody Supervisor's Course

June 17 - 18, 2008
Community Coordinator Course

June 18, 2008
Jail Safe WCC

June 19, 2008
Mentoring MCF

June 23 - 25, 2008
National Mental Health Conference,
Adam's Mark Hotel, Indianapolis

April 11, 2008
Pre-Service Academy Graduates

May 9, 2008
Pre-Service Academy Graduates

June 20, 2008
Pre-Service Academy Graduates